1Z0-1046-20 Q&As

Oracle Global Human Resources Cloud 2020 Implementation Essentials

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QUESTION 1

Which two options are true about Oracle Workforce Predictions? (Choose two.)

A. It predicts team/individual involuntary termination and performance.

B. It predicts team voluntary termination and performance.

C. It predicts individual voluntary termination and performance.

D. Contingent Worker and Nonworker work relationships are included.

Correct Answer: BC

QUESTION 2

As an implementation consultant, you are required to define a legal entity. Which three options are correct about a legal entity? (Choose three.)

A. A legal entity may act as a virtual organization.

B. A legal entity must comply with regulations and local jurisdictions.

C. A legal entity can be identified as a legal employer in Human Capital Management.

D. A legal entity can own assets, record sales, pay taxes, and perform transactions.

E. Legal entities are not responsible for payment of social insurance.

Correct Answer: BCD

QUESTION 3

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers. What steps in Business Process Management (BPM) Worklist should you perform to meet this requirement?

A. Change the Task Aggregation configuration to Once Per Task.

B. Change the value of Complete task Immediately When Participant Chooses to Approve.

C. Select Allow Participants To Edit Future Participants.

D. Deselect Allow Participants To Edit Future Participants.

E. Select Allow All Participants To Route Task To Other Participants.

Correct Answer: ABC

QUESTION 4

You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in Person Gallery, but not able to view a single worker on the Person Management page. Identify two reasons for this. (Choose two.)

A. The Person Security Profile in the data role, which is attached to the seeded HR Specialist application role, does not allow the person access to data.

B. The Person Profile is not created for any of the employees in the new instance.

C. The Refresh Manager Hierarchy process is not run in the instance.

D. The seeded HR Specialist role does not have access to hire the worker in the instance.

E. The Public Person Security Profile is set up as View All Workers in the data role, which is attached to the seeded HR Specialist application role.

Correct Answer: AD

QUESTION 5

The Human Resource Representative of the organization if trying to set up the Jobs and Positions for the enterprise.

What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

A. Jobs are shared by Sets and Positions are assigned to Business Units.

B. Jobs and Positions are shared by Sets.

C. Department and location can be defined for a Position.

D. When creating Positions, the grades that are specified for the job become the default grades for the Position.

Correct Answer: ACD